

# Environment, Health and Safety Report 2005



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## *Xilinx Commitment to Environment, Health and Safety*

The year, 2005 was an exciting one for us with regard to EHS.

We continued to implement our Environment, Health and Safety strategy and plan and worked hard on improving the EHS environment for employees. Our injury and illness rate, which is one measure of the program's success, dropped dramatically by 44% between 2004 and 2005 (and is now our lowest to date).

Many factors contributed to our program's success and I want to highlight two milestones we achieved last year that underscore our commitment to the safety and health of our employees, community, environment, as well as customers and shareholders. One important milestone included the global introduction of automatic external defibrillators or AEDs. AEDs are devices that have proved to significantly increase the chance of survival for those suffering Sudden Cardiac Arrest, a condition that kills hundreds of thousands worldwide every year. Xilinx maintains teams trained in first aid and cardiopulmonary resuscitation at our manufacturing facilities to respond to employees in need. The introduction of these life-saving devices is yet another way in which a values-driven company such as Xilinx demonstrates its commitment to the welfare and safety of those who work for us.

Another key milestone is our compliance with the European Union's Waste Electrical and Electronic Equipment (WEEE) Directive, which became effective August 13, 2005. Xilinx manufactures and sells several desktop hardware products which fall under the WEEE Directive, the spirit of which is to protect our environment through recycling and reuse. Xilinx has a long history of environmental stewardship and has maintained robust recycling programs worldwide, managing to recycle 60% of our solid waste for the last two years. Compliance is a number one priority for Xilinx, but meeting the requirements of the WEEE Directive goes well beyond compliance. Establishing a take-back program for our customers and recycling desktop hardware products strike at the core of our company's and our employee's commitment to environmental protection.

The coming year promises to be very fruitful. We are on track to expand our environmental management system and to implement proactive programs that identify and minimize risk at our facilities. We are well on our way to achieving world-class results in our Environment, Health and Safety performance, and we look forward to the new challenges that 2006 will bring.

John Kirwan  
*Vice President of Quality and Reliability (Acting)*  
*Director of Quality and Environment, Health and Safety Systems*

## *Environment, Health and Safety Policy*

Xilinx is committed to the protection of the environment and to providing a safe and healthy workplace for the Xilinx community. A positive and proactive approach to EHS management is consistent with the spirit and intent of our corporate values.

**Specifically, we commit to:**

- Comply with regulatory, industry, customer and other applicable Environment, Health and Safety requirements
- Manage operations in a manner that will minimize risk to the environment and the Xilinx community
- Drive environmentally sound business practices incorporating EHS considerations into our business planning and product development processes
- Seek to conserve natural resources through responsible use of energy and materials
- Work together with our suppliers and contractors to enhance our EHS performance
- Continually improve our EHS performance with an emphasis on pollution prevention and accident avoidance through minimizing waste and accident exposure at the source
- Train and develop employees to conduct their work in a manner that will achieve the organizations policy and objectives
- Communicate the policy to employees and all interested parties and make the policy available to the public

The EHS policy will be achieved through the implementation and maintenance of the EHS management system at all levels of the organization.

Wim Roelandts

*President, Chief Executive Officer and Chairman of the Board*

## Goals and Targets

The Environment, Health and Safety (EHS) team met at our Xilinx Singapore facility in 2005 to map out the EHS strategy for 2006 to 2008. The focus of the meeting was implementing programs to identify and eliminate risk to the Xilinx community culminating in certification to a recognized health and safety management system standard such as OHSAS18001. By focusing on proactive EHS programs, fewer employees will be injured and our environmental impact will be reduced.

Our goals for 2006 are:

- Implement a global risk assessment program at our manufacturing locations
- Expand our ISO14001:2004 certification to include our Xilinx Singapore facility
- Expand our Environmental Management System to Xilinx Colorado and Xilinx Albuquerque
- Fully comply with the European Union's RoHS and WEEE Directives
- Continue toward recycling goals set in 2005

Another key strategy is to leverage the framework of the Electronics Industry Code of Conduct (EICC). The EICC outlines standards to ensure that working conditions in the electronics industry supply chain are safe, that workers are treated with respect and dignity and that manufacturing processes are environmentally responsible.

### How Did We Do in 2005?

2005 Target	Status as of March 2006
Certify to ISO14001:2004 standard	<b>Complete</b> – Our two largest manufacturing facilities are now ISO14001:2004 compliant
Implement a contractor management program	<b>Complete</b> – Our two largest manufacturing facilities have implemented contractor management programs which will continue to be improved throughout 2006
Implement an Automatic External Defibrillator (AED) program	<b>Complete</b> – Four of our largest facilities have AED programs in place
Develop 100% Material Declaration Data Sheets for our components	<b>Complete</b> – 100% MDDSs were developed for our package families and are available upon request from Xilinx
Reduce the water consumption of one building on our San Jose campus by an estimated 30%	<b>Complete</b> – During a recent building remodel, water efficient technologies, such as low flow faucets and waterless urinals were used
Register to a single ISO14001 certification	<b>Modified</b> – We decided to maintain separate certifications in San Jose and Ireland
Increase recycling of aluminum, glass and plastic by 15% Xilinx San Jose; Increase recycling to 90% in Xilinx Ireland	<b>Missed</b> – In XSJ, we increased recycling of aluminum, glass and plastic by 10%, 5% short of our 15% target; In XIR, we increased recycling to 71%, 19% short of our 90% target

## Environmental Management

### Conservation

#### Recycling

Protecting the environment we live in has long been a value of Xilinx and its employees. Our employees recognize the burden that our operations place on the environment and the importance of participating in programs designed to minimize our impact on the environment.

Increasing the amount of material that we recycle minimizes our impact on the environment. We had two key recycling goals in 2005, to increase recycling of aluminum, glass and plastic by 15% in our San Jose campus and to increase recycling to 90% in our Ireland campus. In San Jose, we were only able to increase recycling of these three commodities by 10%. In Ireland, 71% of all trash was recycled, which was shy of the 90% goal. However Ireland has implemented a binless office program and plans to recycle 90% in 2006. Xilinx Colorado and Xilinx Albuquerque have also established recycling programs, and Xilinx Singapore is in the process of establishing a recycling program as well. Despite missing our goals, recycling efforts at Xilinx are expanding and we still recycled 60% of all the trash that was generated at our two largest facilities. This effort alone amounts to diverting over 490 tons of trash from landfills.

### Renewable Energy



In addition to implementing energy efficient systems, supporting clean energy generation is a key component for reducing our impact on the environment resulting from electricity consumption, one of our significant environmental impacts. We have committed to purchasing 750,000 kilowatt hours (kWh) of Renewable Energy Certificates (RECs) that support the development of new wind farms in California. For every kilowatt hour of RECs purchased by Xilinx, an equal amount of electricity from renewable resources such as wind are being delivered to the electricity grid, helping to offset the need to generate electricity from other more polluting sources. This purchase prevents the emission of an estimated 603,750 pounds of carbon dioxide from entering the atmosphere, which is equivalent to removing 57 US cars off the road or planting 74 acres of forest every year.

Through this initiative, Xilinx is now one of approximately 650 companies to become a US EPA Green Power Partner.

### Product Stewardship

#### WEEE Compliance



Certain desktop hardware products such as development boards, configuration cables, programmers and adapters are subject to the European Union's Waste Electrical and Electronic Equipment Directive (2002/96/EC). This directive became effective in August 2005. To comply, Xilinx had to label over 40 different products, establish a product take-back program, develop a written waste management program and meet the other requirements of the WEEE directive. Compliance activities will be on-going in 2006, but Xilinx customers in Europe are now able to return WEEE-labeled products to our Xilinx Ireland facility for proper recycling. Instructions for returning product are available on the internet at <http://www.xilinx.com/ehs/weee.htm>.

#### RoHS Compliance



Xilinx has a complete line of lead-free components. These products comply with the European Union's Restriction on the Use of Certain Hazardous Substances Directive (2002/95/EC). Lead, cadmium, mercury, hexavalent chromium, polybrominated biphenyls and polybrominated diphenyl ethers have been removed from Xilinx lead free components (with the exception of our BGA Flip Chip packages which are RoHS-compliant by exemption). New desktop hardware products put on the market and sold in the EU after July 1, 2006 will be RoHS-compliant.

In addition to manufacturing RoHS compliant products, Xilinx has been working closely with our suppliers to ensure that material composition data is readily available for our customers. Customers interested in Xilinx lead-free initiatives can find more information online at [http://www.xilinx.com/system\\_resources/lead\\_free/index.htm](http://www.xilinx.com/system_resources/lead_free/index.htm) or submit a query to our Spec Control team at [Spec\\_Control@xilinx.com](mailto:Spec_Control@xilinx.com). Xilinx can provide 100% material declaration data sheets, analytical testing results and certificates of conformance to RoHS upon request.

### Health and Safety Management

#### Occupational Health

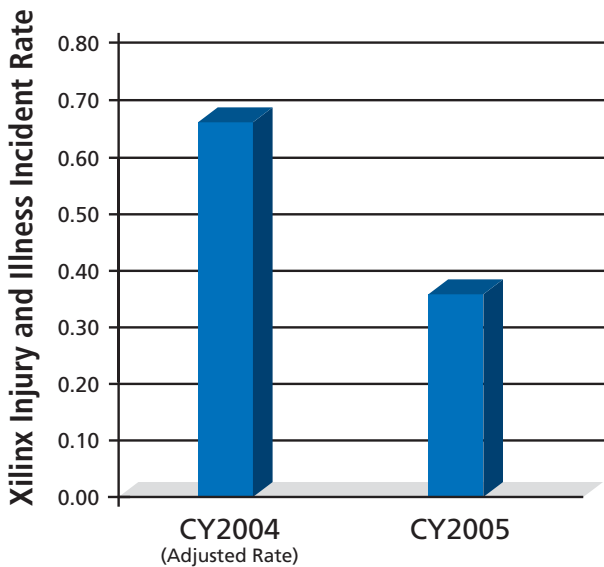
Management commitment is a key component of a successful health and safety program. Wim Roelandts, Xilinx CEO, demonstrated his commitment in 2005 by supporting the implementation of a global AED program at Xilinx. AEDs, or automatic external defibrillators, are devices when used in conjunction with the Red Cross Cardiac Chain of Survival have been shown to dramatically increase the survival rates from Sudden Cardiac Arrest, a condition that kills on average 250,000 people each year in the US alone. The backing of Wim and other members of the executive staff helped ensure the successful implementation of our global AED program.

Implementation of a global risk assessment program is another example of management commitment to health and safety of Xilinx employees. To foster a proactive Environment, Health and Safety Management System, manufacturing facilities will train risk assessment teams, schedule and complete risk assessments beginning with the more hazardous activities at Xilinx. The goal of this program is to reduce risk to the Xilinx community and create an even safer place for Xilinx employees to work.

## Injury and Illness

This year is the second year Xilinx has calculated a global injury and illness incident rate. Only injuries and illnesses that meet the United States Occupational Safety and Health Administration's definition of recordable injuries and illnesses are used for this metric. The global injury and illness incident rate for Xilinx dropped to 0.38. In other words for every 1,000 employees, we would expect about four injuries or illnesses per year.

The incident rate for 2005 includes Xilinx employees working in all regions of the world including Japan, the Asia Pacific region and European offices outside of Ireland which were not included in 2004. For comparison purposes, the 2004 incident rate was recalculated using conservative estimates for the total hours worked in 2004. The adjusted 2004 incident rate would have been 0.67 (down from 0.78 which was reported in the 2004 Annual EHS Report). The 2005 injury and illness incident rate dropped by 44%. In fact, injuries and illness incident rates dropped at all sites, with the most significant drop at Xilinx Ireland. Xilinx Ireland had zero recordable injuries and illnesses. The incident rate for Xilinx San Jose was 0.68, which dropped by 34%, and the incident rate for Xilinx Colorado was 0.31, which dropped by 52% from 2004.



## Lost Workdays

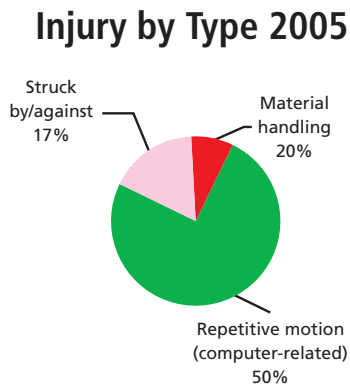
The lost workday incident rate dropped from 0.20 to 0.03. Regardless of how you look at this, it was a dramatic decrease from 2004. Only one Xilinx employee missed work because of an injury in all of 2005 and that employee only missed one day of work. The most significant improvement was in Xilinx San Jose where the incident rate fell from 0.32 to 0.06.

## Industry Comparison

Xilinx compares its incident rate to two North American Standard Industry Codes; Semiconductors and Related Devices (NASIC 334413) and Computer and Data Processing Services (NASIC 541512). Neither industry is an 'apples to apples' comparison to Xilinx because of the nature of our operations and the limitations of the NASIC system. Information from the Bureau of Labor and Statistics lags behind by one year, so we are only able to compare our data from 2004. On a company-wide basis using the adjusted injury and illness incident rate for 2004, we were below the average incident rate for semiconductor and related device companies (by 62%). Our injury and illness incident rate was also below the average incident rate for computer and data processing services by 4%. In 2004 Xilinx was a safer place to work than the average US semiconductor company and the average US computer and data processing company.

### Injury and Illness Type

Computer-related injuries remain the predominant cause of injury at Xilinx representing 75% of total OSHA reportable injury claims in 2005. We did see a decrease in computer-related injuries in 2005 due in part to our continuing effort to raise awareness, increase training and increase the number of workstation assessments. Struck by/against was the second leading cause of injury, and material handling was the third leading cause of injury.



### EHS Enforcement

Xilinx sites received no fines for violation of worker health and safety or environmental regulations in 2005.

### Community Action Resources for Employees: Xilinx World-Wide Community Action Programs



At Xilinx our Community Action Resources for Employees (CARE) is dedicated to making a difference in our global communities by improving the quality of life through our partnerships, funding, volunteerism and employee sports/social activities.

Each year Xilinx actively participates in supporting and improving the community by contributing to the areas of focus listed below:

- **Education**, especially programs that foster an interest and skills development in the areas of math, science, technology, and literacy. Programs that develop a strong foundation for learning by empowering youth with strong self-esteem and personal motivation may also be considered.
- **Community and Social Services**, with a focus on programs that promote prevention, early intervention, and empower people to become healthy, productive members of the community through the provision of direct services.
- **Health**, identify and support programs or illnesses that typically get little or no funding yet have a dramatic impact on improving the outcome for the patient.
- **Arts**, programs focused on educational concepts, hands on learning and community enrichment.

Additionally, employees are encouraged to invest their time in activities that enable them to make an impact in their local community.

### Special Accomplishments, Recognition and Awards

- 2005**  
Xilinx implements global Automatic External Defibrillator program. Thanks again to the 150 plus volunteers who participated in the program.
- Xilinx Ireland had zero OSHA recordable injuries. Congratulations to our Xilinx Ireland facility for this outstanding performance.
- Xilinx San Jose becomes a US EPA Green Power Partner.
- Xilinx Ireland held an “EHS week” in October 2005.
- Xilinx Ireland provided Employee Wellbeing Training to all Managers. This Program is being offered to all employees in 2006.
- 2004**  
Xilinx Ireland has zero lost workday injuries. Congratulations to our Xilinx Ireland facility for zero injuries resulting in zero lost workdays. This typifies the exemplary EHS program and dedication of Xilinx employees in Xilinx Ireland.
- Xilinx Colorado used an unusual, but environmentally-friendly way of dealing with their overgrown grasses and weeds. The marshy nature of the land makes it non-conducive to mowing, and the Facilities, Real Estate and Workplace Service group did not want to use pesticides. Instead they decided to use a local goat grazing service, which is an environmentally sound solution to grass and weed management.
- Xilinx is Red Ribbon sponsor of Silicon Valley Walk for AIDS.
- 2003**  
Xilinx becomes Sony Green Partner.
- Xilinx is Red Ribbon sponsor of Silicon Valley Walk for AIDS.
- Xilinx Ireland volunteers at the 2003 Special Olympics Summer Games, held for the first time outside of the US.
- 2002**  
Xilinx San Jose Environmental Management System becomes certified to ISO14001:1996.
- Xilinx Colorado receives 2002 Renewable Energy in Buildings Award from the Colorado Renewable Energy Society.
- Xilinx San Jose earns 5,000 dollar rebate from the City of San Jose for implementing an effective recycling program.
- Xilinx ships first RoHS compliant products to customers.
- 1999**  
Xilinx Ireland Environmental Management System becomes certified to ISO14001:1996.
- Xilinx initiates lead-free (a.k.a. RoHS compliant) program for Xilinx products.